



LVSC Statement of Inclusion

LVSC states that the organisation believes in social justice and human rights and adheres to and actively promotes the principles of equality, freedom, respect, dignity and autonomy.

This statement affirms LVSC's position that "it is people who have direct experience of inequality and discrimination who are best placed to develop strategies to achieve equality"¹

LVSC considers that the promotion of equalities and human rights and diversity is central to its work and to the work of London's Voluntary and Community Sector.

LVSC works in partnership with and takes advice from specialist equalities organisations. These include organisations that work with people from all equalities strands.²

LVSC believes that in working towards equality in partnership with our stakeholders, colleagues and friends that it is incumbent on all of us to challenge prejudice, discrimination, inequality and disadvantage.

LVSC strives towards understanding and awareness of the cultures of equalities groups and their communities or constituents and of the issues and challenges that they face. It is this knowledge that directly informs LVSC's work.

LVSC subscribes to the social model of disability³ and to the concept of substantive equality.⁴

LVSC strives to include, reach and engage with all its service users either directly or through specialist equalities infrastructure agencies and other second tier agencies.

LVSC recognises that some people face 'barriers to employment' in accessing, securing and retaining work and strives to understand, recognise and address these issues.

LVSC strives to be an exemplary and inclusive employer accepting its obligations and responsibilities regarding equality legislation and best practice.

LVSC presents itself as a welcoming, accessible, friendly and inclusive service provider, point of contact and employer.

¹ Isabel Livingstone, Head of the National Equality Partnership – quoted in 'Gaps and Solutions – supporting London's equality sector' 2008, Barbara Nea and Dinah Cox

² e.g. older people, children and young people, disabled people, women, lesbian gay bisexual and transgendered people, black, Asian and minority ethnic people, refugees, migrants and asylum seekers, religious people and those with no religion or other beliefs, people who experience poverty etc

³ It is societal barriers, prejudice and exclusion that define who is disabled and prevent disabled people from participating equally. These barriers need to be challenged and removed. The social model is in direct contrast with the medical model of disability that focuses on the physical or mental impairment.

⁴ Equality is not about treating people equally it is about ensuring that people have equality of outcome.